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MURRAY STATE UNIVERSITY
Faculty Senate
January 18, 2011

Present: Senators Bartnik, Begley, Blaylock, Bloomdahl, Coffelt, Farrell, Fawzy, Goggins, Herr, Hoover, Jung, Kleinhans, Koren, Locke, McCreary, Norris, Ortega, Ortmann, Papajeski, Pittman-Munke, Porter, Robertson, Rogers, Stambaugh, Lt. Col. Simon, Swisher, S. White, Yarali, and Regent Rose. Dr. John Crofton was proxy for Senator Rogers from engineering and physics; Dr. Katy Garth proxy for Senator Byers, School of Nursing, and Jeremy Erdmann for Senator Kleinhans, wellness and therapeutic sciences.

Absent: Senators Binfield, Bodevin, Busija, Guyer, Schell, Smith, Washington, Wattier, and A. White.

Guests: Dr. Bonnie Higginson, Provost, and Josh Jacobs, President's Office.

The minutes of December 7, 2010, were approved with three attendance corrections (revised posted).

REPORTS

Academic Policies—no report.

Finance—Chair Blaylock reported that Vice President Denton will meet with the committee this Thursday. Faculty with any questions to pose to Mr. Denton should get them to Dr. Blaylock or any member of the committee.

Governmental Affairs—Chair Guyer reported no pending legislation to follow at this point.

COSFL—President Pittman-Munke reported that faculty state-wide are participating on several working groups including dual credit and transfers. COSFL will draft a resolution of more equitable tuition adjustments for those institutions that have stalled with previous budgets.

Handbook and Personnel—The committee has not met this month but Chair White did meet with Dr. Morgan, associate provost for graduate education and research. They continue to work on graduate faculty definitions and terminal degree categories. The committee continues to look at overlap of university standing committees.

Rules, Elections, and Bylaws—Vice President Koren reported that the committee met last Thursday and worked on two items. The committee voted to conduct an administrative assessment this semester for 2010-2011 using the model from previous assessments of administrators by the senate. The committee selected the questions from 2007 that were made public. These questions represent critical criteria of performance by chairs, deans, the provost, and the president. The committee omitted the question of retention of the administrator.

VoteNet and a five point scale will be used. For 2011-2012, the committee is looking at an expanded review that can provide more useful data.

In relationship to performance of the president, Dr. Rose noted that the board will discuss a measurable vision for the university at its' February 26 retreat. Intent of the senate is to have input into the president's evaluation by the Board.

Dr. Koren then presented a revision of Senate Bylaws Article VI to reflect online voting and remove preferential voting techniques for counting ballots. This was considered a first reading and will be voted on at the next senate meeting.

The committee has reviewed procedures for this year's teaching excellence awards authorized by the Board of Regents. A redistribution cycle is necessary for the addition of the School of Nursing to keep the number of awards per college/school equitable. Currently, there are only seven awards funded in the university budget. Senator Robertson moved to ask the Faculty Regent to request that an eighth award be funded and to propose to the president and board chair that a proposal be placed on the next board agenda. The motion passed with three voting against.

Executive—President Pittman-Munke and Regent Rose have discussed the need for a significant faculty raise this year with the president. The finance committee has researched areas of possible funds within the current university budget and will talk with Vice President Denton.

The senate president plans to survey all lecturers to gauge interest in voting for faculty regent.

The provost was introduced and given the opportunity to respond to the lecturer/instructor issue.

Provost—Dr. Higginson noted that the definition of instructor is intended for those faculty working towards a terminal degree with the intent of becoming tenure track upon completion. She will work with the deans to reclassify those faculty who are now lecturers and are ABD, or within three years of the terminal degree, to instructors. The Provost's Office is working on the hiring/contract process and the assignment of ranks.

The Office of the Provost is currently conducting four searches; deans' for the College of Education, the College of Health Sciences and Human Services, and the School of Nursing; and the director of sponsored programs.

President Pittman-Munke asked for a motion to survey lecturers in regard to a title change in order to have the ability to vote for faculty regent per Kentucky statute with no requirements for tenure. The motion was made by Senator Steve White and seconded by Senator McCreary and was approved with two against.

Board of Regents—Regent Rose reported on the December 10 Board meeting. He would like to see some recommendation from the administration to provide the ability for faculty to purchase sick leave upon retirement. The senate is on record in support of such a policy. The Faculty and Staff Insurance and Benefits Committee has been asked for input. According to committee members and Regent Rose, the committee will not put forward a recommendation for KTRS personnel without a provision for ORP members. Human Resources has found implementation issues with Federal and state law for ORP options.

Dr. Rose reported that the Board Chair has engaged the entire board in strategic direction for the university with added accountability for the good of the institution.

As part of the constituency reports to the Board, Regent Rose invited the senate officers to speak at the last meeting. He complimented them on an excellent job.

The university president highlighted excellent programs and reported a growth in enrollment. Programs such as the Bridge/dual credit programs have added headcount to CPE reporting. There is great potential there as long as the quality of programs is maintained. Growth of off-campus programs also has the

potential to generate students and revenue. Senator Porter asked if there had been any discussion of stagnant faculty numbers with increased headcount. It was noted that CPE relies on our square footage of facilities per student in calculating headcount. For some years, the university received capital funds to build which is detrimental to our formula calculation.

The Hold Thy Banner High campaign has raised over \$55 million for scholarships. Regent Rose congratulated Institutional Advancement on thirteen awards supporting education in Kentucky; better than any other institution in the state.

Dr. Rose acknowledged the lifetime contributions and strong support of the university by the Hutson family with the naming of the Hutson School of Agriculture. He also praised the Office of Disability Services for its outstanding support of 544 students during the last year with a 79% retention rate of freshmen and a 71% graduation rate. The audit report indicates a strong financial position and positive changes with the implementation of Banner. The Board retained the completion of the science complex as its number one priority. The next board meeting is February 25 with a one day retreat the next day.

Academic Council

Undergraduate Studies—No report.

Graduate Studies—Will meet on January 27.

Library and Academic Support—No report.

Insurance and Benefits—No report.

Residential Colleges—No report.

International Studies—Vice President Koren reported that the proposed merger of two advisory /executive committees is being considered by the Handbook and Personnel Committee.

New Business

President Pittman-Munke opened the floor for discussion of any issues dealing with myGate that need to be discussed with the registrar and, in addition, that the provost may need to be made aware of. It was noted that faculty can't access grades since the Monday submission date. Faculty want a way to see all of their advisees at the same time. Suggestions were shared on how to bring up a composite list but it requires scrolling through multiple pages. Dr. Farrell, nursing, noted a problem with M#s doing this task. She added, though, that you can request a report as a word document to download by using a furnished form; however, sometimes by the time you get the report; it is too late to be helpful. Program coordinators are able to pull up lists.

Other schools have found a way to have holds on students until they've seen an advisor. Advisors are not able to access mid-term grades of freshmen and sophomores.

Dr. Higginson was able to address these concerns. The Retention Commission, co-chaired by Dr. Duncan, associate provost for undergraduate education, and Carmen Garland from student affairs, has gathered a lot of data and identified two preliminary issues related to retention; one of which is advisors inability to access data in Banner. She has met with Dr. Duncan and will meet with the full commission at their next meeting. The provost feels that they are conducting a very thorough examination of a lot of data issues and will recommend resolution of several data access issues. The Provost's Office is also looking at advanced training for new faculty hires in advising in order to better prepare them to assist students. Senator Stambaugh, accounting, noted that the university needs to work on its interface; some programming needs work.

Senator Norris asked if there is a way to get students removed from his lists. Students that were admitted but never registered for classes remain on lists. This has been a standing policy of the university for several years. President Pittman-Munke said you can send a list to the registrar of those students requesting their removal from your list.

Faculty noted the importance of advising to graduation rates. Holds encourage students to seek appropriate advising instead of taking random classes. Some faculty do not have an academic tab in myGate in order to bring up map reports on their students in order to assist them. Information systems is in the process of hiring a new technician to specifically meet the needs of the registrar's office.

Limitations with Digital Measures were also noted. Faculty would like the capability of a more readable document when filing reports to administrators; they want it to look better. Information can be downloaded as a word document, but several faculty find that cumbersome. Dr. Higginson will ask Dr. Morgan to work on making DM more user friendly with more customization of reporting; training is available.

Senator Swisher, music, asked for an update on the university's website redesign. Dr. Higginson had just previewed the search engine on a test site that was much enhanced. She was able to find everything within murraystate.edu that she entered. President Pittman-Munke noted that most institutions are now focusing information on an intranet and that we seem to be ahead of most. It was noted that the web committee worked quickly to move to modifications on the web site. Senator Bartnik, University Libraries, noted the lead of Dean Murray and Provost Higginson in this endeavor. The committee would welcome any suggestions.

The senate thanked the provost for coming and thought that her insights were most helpful in the discussion. The provost wished everyone a great semester.

The senate adjourned at 4:45 p.m.

MURRAY STATE UNIVERSITY
Faculty Senate
February 1, 2011

Present: Senators Bartnik, Begley, Blaylock, Bloomdahl, Busija, Byers, Coffelt, Farrell, Fawzy, Goggins, Guyer, Herr, Hoover, Jung, Kleinhans, Koren, Locke, McCreary, Norris, Ortega, Ortmann, Papajeski, Pittman-Munke, Rogers, Swisher, Washington, S. White, Yarali, and Regent Rose.
Absent: Senators Binfield, Bodevin, Porter, Robertson, Schell, Lt. Col. Simon, Smith, Stambaugh, and A. White.

Guests: Ann Beck, Chair, Faculty/Staff Insurance and Benefits Committee, and Josh Jacobs, President's Office.

The minutes of January 18, 2011, were approved.

REPORTS

Academic Policies—no report.

Finance—Chair Blaylock reported that the committee met on January 31 with Vice President Denton and Jackie Dudley, Senior Director of Finance and Administrative Services. The committee continues to gather data and focuses on long-term identifiable sources of information that can be relied on to make comparable recommendations in the future. The administration has responded favorable to any requests for information.

Governmental Affairs—Chair Guyer reported that no legislation has been passed during this session.

COSFL—President Pittman-Munke reported that COSFL is supporting state-wide access to data bases for all school districts. A resolution supporting more equitable tuition adjustments across the state will be forwarded to CPE President King February 27. CPE will meet February 3-4.

Handbook and Personnel—no report.

Rules, Elections, and Bylaws—Vice President Koren reported that the committee unanimously approved a revision to ARTICLE VI of Senate Bylaws to accommodate online balloting of faculty governance positions. Procedures to be used for administrative assessment of the provost and university president have been developed and the assessment will be conducted soon. The committee has developed the procedures to be used in this year's selection of the BOR Teaching Excellence Award Recipients. Seven awards will be given this year as in recent years. A distribution schedule will be revised for the future that includes the newly formed School of Nursing; an eighth award has been recommended.

Board of Regents--Senate leadership has discussed raise scenarios with the president. The board will begin budget discussions at its next meeting February 25. A retreat will be held on February 26 to look at the direction of the university, to examine strengths and weaknesses, and to present a vision for the future. Regent Rose has gotten an affirmative answer from the president on adding an eighth award to the teaching excellence recognition by the board. Dr. Rose will support the payment of unused sick leave upon retirement being added into next year's budget. Tuition scenarios are being discussed across the state.

Academic Council

Undergraduate Studies—routine business for this year's catalog revision.

Graduate Studies—no report.

Library and Academic Support—no report.

Residential Colleges—no report.

Insurance and Benefits—Dr. Ann Beck, chair of the university committee, reported that the committee had recommended the payment of unused sick leave to faculty enrolled in KTRS and optional retirement plans (ORP) upon retirement. The administration is considering options for participants in both KTRS and ORPs.

The committee met on January 14 and continues work on a tuition assistance policy. A recommendation has been made to the committee to waive the parking permit fee for any faculty or staff member with twenty or more years of service.

The committee also continues to work on extended family benefits and awaits language from Staff Congress.

Faculty were encouraged to take advantage of health screenings associated with the health fair on March 9.

International Studies—no report.

New Business

The senate will investigate removal of the AAUP censure. Campuses are being encouraged to establish new chapters to become more active across Kentucky. The president's office has shared its correspondence on the censure.

The senate adjourned at 4:45 p.m.

MURRAY STATE UNIVERSITY
Faculty Senate
March 1, 2011

Present: Senators Bartnik, Begley, Blaylock, Bloomdahl, Bodevin, Busija, Coffelt, Farrell, Fawzy, Goggins, Guyer, Herr, Hoover, Jung, Kleinhans, Koren, Norris, Ortega, Ortmann, Papajeski, Pittman-Munke, Porter, Rogers, Schell, Lt. Col. Simon, Swisher, Washington, S. White, Yarali, and Regent Rose. Dr. Floyd Carpenter was proxy for Senator Stambaugh, accounting. Dr. Neal Messer was introduced as the new senator from the Department of Modern Languages. Absent: Senators Binfield, Byers, Locke, McCreary, Robertson, Smith, and A. White.

Guests: Provost Higginson and Josh Jacobs, President's Office. The minutes of February 1, 2011, were unanimously approved.

REPORTS

Academic Policies—Chair Papajeski reported that the committee met in February and discussed polling students and faculty regarding a plus/minus grading system. Information systems has been consulted in order to offer an anonymous survey through VoteNet.

Finance—Chair Blaylock reported that the committee is preparing a report on the university's financial information and hopes to present it to the senate in April. The committee also discussed another salary equity study.

Governmental Affairs—No report.

COSFL—President Pittman-Munke reported that faculty involvement on the state's general education/transferability committees has ensured faculty input into transfer credits.

Handbook and Personnel—Chair White reported that the committee is reviewing a series of changes to the definitions of graduate faculty and terminal degree categories in Chapter Two. The question of who may serve as the primary research mentor for master's candidates has posed a problem, especially for the MFA program. The program utilizes special appointment faculty for that mentoring. He noted that any input from faculty would be appreciated by the committee.

Senator Porter inquired of the status of the survey of lecturers regarding a change in title to allow voting for faculty regent. President Pittman-Munke reported that the survey has been written and is aimed to gauge the interest of faculty in voting for faculty regent. The provost noted that she is currently reviewing the status of faculty with the lecturer title who will complete doctoral studies. Those ABD with one year to completion will be reclassified as instructors for next year's budget to comply with current handbook language. The Handbook Committee will look at a differentiation of duties to allow for a title change if there is sufficient interest of lecturers in being able to vote for faculty regent. The Provost would be willing to look at a change to allow for voting but that would adhere to compliance with SACS criteria.

Rules, Elections, and Bylaws—Vice President Koren announced that the senate is resuming its annual administrative assessment. The assessment of the provost and university president will be available beginning on March 2. Chairs and deans will be added to next year's assessment. The committee is currently accepting nominations to university governance positions. Departments will be asked to hold elections for departmental representatives to the senate.

Executive—President Pittman-Munke reported that the committee and senate leadership have actively participated in salary discussions for next year with the president. Dr. Beck, chair of the Faculty and Staff Insurance and Benefits Committee (FSIB), was invited to the committee's last meeting to give an update on the sick leave at retirement proposal.

Insurance and Benefits—A recommendation to implement a policy to compensate faculty at retirement for unused sick leave has been presented to the Board of Regents. The administration is looking at ways to implement such a policy to include both KTRS and optional retirement plan participants. FSIB will meet on March 11 to deliberate any recommendation coming from the administration. The committee also is waiting on cost calculations from the administration on extending the family leave benefit.

The executive committee has received related documentation on the university's censure by the AAUP from the president's office. The most recent response to an inquiry from Dr. Dunn outlined pertinent changes that would have to be made to the university's *Faculty Handbook*. This information will be forwarded to the senate's Handbook and Personnel Committee for review. Remedy also includes monetary restitution by the university to faculty members (or family) affected by decisions leading to the censure. Faculty senators generally support an attempt to remove the censure not only to remedy affected faculty but also as a means to ensure good employment practices.

As an informational item, the senate was informed that copies of the petitions used to nominate candidates during the most recent election of faculty regent had been provided upon request of the university's attorney.

Board of Regents—Regent Rose briefly reviewed highlights from last week's Board meeting and retreat that he had previously distributed to all faculty. The board approved the buy-back of sick leave upon retirement of KTRS faculty up to 92 ½ days effective July 1, 2011. This equates to one-half year of credit in KTRS. The president is ready to support an equitable amount for faculty enrolled in optional retirement plans.

A new degree program was approved in Library Media Education. The board heard a report from Facilities Management on the condition of Ordway Hall. Regent Rose asked for public comment as the board considers renovation or demolition. The board also received information on graduation rates and passed budget guidelines pending CPE's setting of tuition limits. Preliminary figures allow a three to three and one-half percent (3-3 1/2%) raise for faculty and staff with additional monies for promotion and equity increases identified in last year's staff study. Regent Rose will continue to work for larger increases. Colleges were asked to identify one percent of budget for raises and vacant faculty lines of three years or more were taken back.

The growth of the extended campuses will be presented by Dean Van Horn at the next board meeting on May 20.

Academic Council—No report.

Residential Colleges—Dr. Bodevin reported that the council is looking for two new residential college heads for Regents and Hart Halls and encouraged faculty to apply for these positions. Interested faculty should contact either Dr. Renae Duncan, associate provost, or Dr. Richard Scott, chair of the Council Heads.

New Business

Vice President Koren reported that the new library task force met last week. Chief of Staff Jacobs reported that the group discussed three sites for a new building and financial proposals. In other new business, the senate discussed the limits of authority in faculty suspensions, the role of the Office of Equal Opportunity, and the right to supersede the *Faculty Handbook*.

Provost Higginson announced the establishment of a new winter term beginning with the 2011-2012 academic calendar. It gives students a chance to pick up three hours of credit before the spring semester to help them graduate on time and includes both undergraduate and graduate online offerings.

On behalf of the executive committee, President Pittman-Munke asked the senate to endorse a review of the power and authority of other senates across the state in terms of curriculum issues. The University Academic Council currently holds that authority with the senate acting as advisory only. The committee will investigate other structures. The impact of having junior faculty on the senate was also noted.

Senator Schell, on behalf of former Regent Strieter, asked to read an excerpt from an AAUP statement on “Ensuring Academic Freedom In Politically Controversial Academic Personnel Decisions.” The excerpt is included as part of these minutes (*a copy can be requested from the senate office; the full report can be found at <http://www.aaup.org/AAUP/comm/rep/A/ensuring.htm>*). After ensuing discussion, the senate president agreed to review the Office of Equal Opportunity’s role in grievance procedures with the university president and the perception that the *Handbook* was recently superseded in a personnel matter.

Regent Rose asked to add an item to his report. The Board authorized a stipulation to the leave reporting policy to ensure institutional accountability. A number of exempt reporting is not being made in a timely fashion or not at all. Faculty will be asked to comply with the policy. Senators noted that there is a helpful tutorial online to assist in reporting that can be easily downloaded for ready access.

The senate adjourned at 5:20 p.m.

MURRAY STATE UNIVERSITY
Faculty Senate
April 5, 2011

Present: Senators Bartnik, Begley, Binfield, Blaylock, Bloomdahl, Bodevin, Busija, Coffelt, Goggins, Guyer, Herr, Hoover, Jung, Kleinhans, Koren, Locke, McCreary, Norris, Ortega, Ortmann, Pittman-Munke, Porter, Rogers, Schell, Swisher, Washington, S. White, A. White, and Regent Rose. Dr. Floyd Carpenter was proxy for Senator Stambaugh, accounting.
Absent: Senators Byers, Farrell, Fawzy, Papajeski, Robertson, Lt. Col. Simon, Smith, and Yarali.

Guests: Provost Higginson and Dr. Jay Morgan, Office of the Provost. The minutes of March 1, 2011, were approved.

REPORTS

Insurance and Benefits—Senator Washington presented a detailed report from the Faculty and Staff Insurance and Benefits Committee. The committee met and took action on several proposals at its March 11 meeting (*minutes attached*). The recommendations along with the administration's response are attached as part of these minutes. The committee will meet on April 18.

Academic Policies—No report.

Finance—Chair Blaylock reported that replication of the salary equity study is an agenda item for the committee; nothing further to report.

Governmental Affairs—Chair Guyer noted SB130 signed into law during the legislative short session. This stipulates that there should be no more than three comprehensive advanced practice degrees offered at any institution applicable to the recently approved Doctor of Nursing Practice and to include applied research doctorates, such as in education.

COSFL—President Pittman-Munke reported that COSFL will meet with CPE staff on April 11. The impact of state strategic planning on higher education faculty and staff and definition of general education transfer courses through HB 160 will be shared.

Handbook and Personnel—Chair White presented revisions to Chapter Two that include the process of graduate faculty appointments and definitions of terminal degree categories. The Graduate Studies Committee of the University Academic Council asked for the changes to graduate faculty appointments, and updates to the terminal degree categories are made to comply with SACS guidelines. Both revisions are supported by the Office of the Provost/VPAA.

University Tenure Committee—Senator Binfield, chair of the University Tenure Committee, presented a report to the senate. It is the obligation of the committee to monitor the tenure process and to report any recurring problems. Departmental committee reports should include all signatures and at least three should be involved in the recommendation. The submissions of

teaching evaluations vary within departments. Chairs and deans should write adequate letters of support. The recommendation from the provost should be made more clear by not only addressing the general needs of the university but the need of each position and the need for that particular applicant for the position.

Rules, Elections, and Bylaws—Vice President Koren announced this year's recipients of the Board of Regents Teaching Excellence Awards that will be presented at the Faculty Recognition Banquet. He reported a twenty-four percent (24%) response to the reconstituted administrative performance assessment conducted by the Faculty Senate. Deans and chairs will be included in next year's assessment. Results have been forwarded to the provost and president as an indicator of faculty opinion. Senator Porter encouraged an option for open response and more questions in order to give affective feedback. He recommended that the chairs, deans, provost, and president be given the opportunity to address what kinds of questions would be helpful to them. President Pittman-Munke suggested that the assessment questions follow the job description for each administrator. Nominations for governance elections were listed. Dr. Koren reminded departments to elect senators by May 1.

Executive—President Pittman-Munke shared results of the senate's survey of lecturers with a fifty percent (50%) response rate. Overwhelmingly, faculty indicated that having the right to vote for faculty regent was important to them and were open to a change in title in order to vote. Dr. Pittman-Munke asked the Handbook and Personnel Committee to collaborate with the Provost's Office to accommodate this need by the next regent election.

The president explained OEO's function within the grievance process to senate leadership and would entertain a change to policy to bring process in line with the *Faculty Handbook*. However, to comply with statutory regulations OEO has the authority to act as a separate body that takes it out of normal processes within the civil rights act.

The president was commended for being very open and responsive to the needs of faculty.

Board of Regents—Regent Rose reiterated appreciation to the president on projected raises and the sick leave buy back proposal. He also thanked President Pittman-Munke for being willing to take faculty needs directly to the president. Dr. Rose reported that the Board will meet in special session on April 15 to consider a University Code of Ethics. Such a code was recommended last year by independent auditors and was shared by the president through the Faculty and Staff Leadership Council.

Academic Council—No report.

Residential Colleges—No report.

IIS Advisory Committee—No report.

New Business

The nominating committee for next year's senate officers was appointed. Senators Herr and McCreary asked that anyone interested in serving contact them.

The senate adjourned at 5:00 p.m.

MURRAY STATE UNIVERSITY
Faculty Senate
May 3, 2011

Present: Senators Bloomdahl, Busija, Byers, Campbell, Coffelt, Fawzy, Herr, Hoover, Humphreys, Koren, Messer, Naber, Ortega, Papajeski, Patterson, Pittman-Munke, Robertson, Lt. Col. Simon, Washington, Weir, A. White, S. White, Yarali, and Regent Rose. Dr. William Zingrone was proxy for the Department of Psychology.

Absent: Senators Begley, Binfield, Blaylock, Goggins, Guyer, Jung, Mitchell, Ortmann, Porter, Rogers, Smith, and Stambaugh.

Guests: President Dunn, Provost Higginson, Josh Jacobs, President's Office, Dr. Leon Bodevin, Residential College Council Chair, Dr. Kathleen Farrell, and Dr. Jay Morgan.

Dr. Rose took the opportunity to thank everyone for what he considers as a very good first year as regent. He thanked the senate as well as the President and Provost.

The minutes of April 5, 2011, were approved as written. President Pittman-Munke welcomed everyone and introduced new senators.

REPORTS

Winter Term--Dr. Jay Morgan, associate provost for graduate education and research, shared the schedule for the new winter term. He encouraged faculty to teach a class noting that payment would align with that for teaching a summer web course. He acknowledged Dean Van Horn, Continuing Education/Academic Outreach, and the President for creating a good incentive plan for faculty teaching online courses.

Academic Policies – No report.

Finance – No report.

Governmental Affairs – No report.

COSFL—President Pittman-Munke reported that COSFL met on April 11 and heard reports from CPE President King and Dr. Aaron Thompson, Vice President.

Dr. Dunn gave a brief update on budget recommendations to go before the Board. A state-wide process for general education transfer credit will be implemented in the fall.

Handbook and Personnel—Chair Steve White presented revisions to Section 1.5.4.4 and 1.5.4.5. The Senate unanimously approved a combination of the International Studies Advisory Committee and the International Affairs Executive Council.

Rules, Elections, and Bylaws--Senators Wafaa Fawzy, Brian Hoover, and Ryan Weir were elected by acclamation as representatives of the Senate on the Academic Council. Senators Dina Byers, Stephen Herr, and Brian Hoover were unanimously elected to represent the Senate as a whole on the Senate's Executive Committee.

Executive—President Pittman-Munke reported that work done under the leadership of former Senate President Steve White and former Faculty Regent Morgan has led to a proposal to buy back sick leave of KTRS participants. The MSU Board of Regents will vote on it at its next meeting and will also include a policy for participants in optional retirement plans. The President will propose a four percent (4%) faculty raise for 2011-2012.

Dr. Pittman-Munke will represent the Faculty Senate on planning for the institution's next SACS compliance review.

The Senate will conduct a review of the faculty grievance process and policies used by the Office of Equal Opportunity to bring into compliance with the *Faculty Handbook*.

The Senate recognized the service of the following outgoing senators:

Dr. Terry McCreary, Senator At-Large, 2003-2011
Dr. Scott Locke, Senator At-Large, 2007-2011
Dr. Eric Swisher, Department of Music, 2005-2011
Dr. William Schell, Department of History
Dr. Leon Bodevin, Department of Modern Languages
Dr. Kelly Kleinhans, Department of Wellness and Therapeutic Sciences
and Ms. Linda Bartnik, University Libraries, for 30 years of service to the University

Academic Council—No report.

International Studies Advisory Board—No report.

New business—Dr. Terry McCreary and Dr. Stephen Herr on behalf of the executive committee acting in its function as a nominating committee for the senate presented a slate of officers being the current president and vice president based on their willingness to serve and the importance of continuity. Dr. Peggy Pittman-Munke and Dr. Johan Koren were reelected unanimously by acclamation as president and vice president, respectively, for 2011-2012. Current committee chairs were appointed to serve over the summer. Committees will elect chairs in September.

The senate adjourned at 4:20 p.m.

MURRAY STATE UNIVERSITY
Faculty Senate
Organizational Meeting
September 06, 2011

Present: Senators Begley, Bloomdahl, Bodevin, Busija, Byers, Campbell, Coffelt, Cooper, Fawzy, R. Fister, Goggins, Herr, Hoover, Humphreys, Jung, McNichols, Messer, Mitchell, Naber, Ortega, Ortmann, Papajeski, Patterson, Pittman-Munke, Rogers, Rose, Simon, Weir, A. White, Yarali, and Zingrove.

Absent: Senators Binfield, Guyer, Koren, Norris, Robertson, Smith, Washington, and S. White.

The minutes of May 3, 2011, were approved.

REPORTS

Board of Regents—Regent Rose reported that two new regents were introduced. Jeremiah Johnson is the new student regent and Jenny Sewell has taken the place of Mr. Adams. Regent Rose was elected chair of the Building and Grounds Committee. The University Diversity Plan was provisionally approved subject to the regular University review and approval processes. The Six-Year Capital Plan and Biennial Capital Budget Requests were approved. The Board also approved the Technology Transfer and Licensing Agreement.

Academic Policies—No report.

Finance—No report.

Governmental Affairs/COSFL—No report will be given until after the trustee meeting at the end of the month.

Handbook and Personnel—No report.

Rules, Elections, and Bylaws—No report.

Executive—President Pittman-Munke advised REB to be aware that upper level administrative assessments need to be done in time to get to faculty regents. President Pittman-Munke reported that the faculty senate has faculty senate representation on SACS. The president appointed Senator Coffelt to chair an ad-hoc committee to develop a New Senator Orientation. New senators were asked to sign up for the orientation. The president said Ann Beck will be asked to compare the Faculty Handbook and the new EEO policy to make sure they correspond. The president asked the senate to think about what they want to accomplish during this year.

Academic Council

Undergraduate Studies—will meet September 22.

Graduate Studies—No report.

Library and Academic Support—No report.

Residential Colleges—Senator Bodevin reported that they are off to a good start.

Insurance and Benefits Committee—No report.

New business—The senate adjourned at 4:30 so that the senators could sign up for committees and elect new chairs of these committees.

MURRAY STATE UNIVERSITY

Faculty Senate Regular Meeting October 4, 2011

Present: Senators Begley, Bloomdahl, Byers, Campbell, Coffelt, Fawzy, Goggins, Guyer, Herr, Hoover, Humphreys, Jung, Koren, Messer, Mitchell, Naber, Patterson, Pittman-Munke, Robertson, Rogers, Simon, Weir, A. White, S. White, Yarali, and Zingrone. Guests: Dr. Jay Morgan and Dr. Bonnie Higginson, Office of the Provost.

Absent: Senators Binfield, Bodevin, Busija, Ortega, Ortmann, Papajeski, Smith, Stambaugh

Proxy: Renee Fister for Senator Porter, and William Calderhead for Senator Washington

The meeting was called to order by President Pittman-Munke at 3:33 p.m.

The minutes of September 6, 2011, were motioned to be approved by Senator Robertson, seconded by Senator Guyer, and were approved by unanimous decision.

REPORTS

Winter Term—Dr. Jay Morgan reported that for winter term, Murray State University is offering 31 web courses, accessible to over 550 students, with the courses varying. He stated that the class registration schedule for students would be November 7-11, 2011. Dr. Morgan also updated senators on the upcoming SACS deadlines for meetings and audits, stating that the Readiness Audits would be due to the SACS office on December 1, 2011. Other deadlines noted were September 10, 2013, when the Full Compliance Certification would be due to SACSCOC, Spring 2014, when the On-Site Review Team will visit Murray State University campus, and December 2014, the Determination of Reaffirmation at the annual SACSCOC meeting. He also asked senators to notify the SACS office if there were problems with policies and to make corrections if needed.

Board of Regents—Regent Rose notified senators that the Board of Regents will hold a meeting on October 14, 2011, to approve of the Bond Sale for the construction of a new facility in Paducah. Regent Rose also mentioned that in attending the Trustee's Conference, he was able to talk with many other universities' Faculty Senate members, as well as hear a number of different speakers on a variety of different topics related to higher education.

Academic Policies—Senator Zingrone reported on Academic Policies for Senator Papajeski, reporting that the myGate survey for plus/minus grading was waiting for a launch date. Dr. Renee Fister questioned what would be done with the results of the survey. Senator Zingrone reported that the data would be assessed and appropriate action would be determined after that.

Finance—Committee did not meet due to lack of members and a senator representative of the Finance department. President Pittman-Munke called for volunteers for the committee, and

Senator Messer volunteered his services. Senator Weir then reported that the committee will be looking at faculty compensation in their upcoming meetings. He stated that the committee would be looking at data and for issues to present to the Executive Committee and to President Dunn at a later date.

Governmental Affairs/COSFL—No report from Governmental Affairs. President Pittman-Munke reported that Western Kentucky University has been manipulating their regent selections by limiting the regent terms to 2 terms total, with each term consisting of 2 years of service. She further reported that the Staff Congress at WKU supported this decision, while the faculty did not. She state that COSFL passed a resolution to say that the Faculty Senates in Kentucky were not in favor of the decision and to support the faculty resolution. Also, President Pittman-Munke reported COSFL giving a \$50 donation to Terry Irons, the past president of COSFL.

Handbook and Personnel— Committee did not meet due to lack of members. President Pittman-Munke called for volunteers, and Vice President Koren and Senator Patterson volunteered their services.

Rules, Elections, and Bylaws— Committee did not meet due to lack of members. President Pittman-Munke called for volunteers, and Senators Bloomdahl, Coffelt, and Rogers offered their services. Vice President Koren stated that the committee would be working on Administrative Evaluations for the future Presidential Evaluation, indicating these needed to be done by the end of the semester.

Executive—President Pittman-Munke requested that Helen Roulston be added to the November Agenda to be recognized for her years of service at Murray State University. She reported that the Faculty and Staff Leadership Council requested that the Staff Merit Raise Policy be looked at by Academic Policies and for the committee to work on a University-Wide Merit Raise Policy. She suggested the best way to do this would be to send out a survey to all faculties and to look at information on Murray State's current policy.

President Pittman-Munke also reported that their would be a customer service training for staff members of Murray State, with the training being optional for faculty members. She reported that the FSLC was also concerned with the loss/expiration of vacation days due to scheduling constraints causing a lack/loss of vacation days, and that there needs to be more outreach between the College of Education and K12. Furthermore, she reported that at present, there are 26 faculty searches to appropriate faculty for Murray State University, and that President Dunn has decided that the university will acquire staff as needed.

President Pittman-Munke also suggested that Faculty Senate should give their full support to SGA in exchange for mutual support, and reminded senators to sign up for a committee if they had not done so already. Finally, she reminded senators of the New Senator Orientation on October 11, 2011, from 3:30 to 5:00 p.m. in the Mississippi Room of the Curris Center.

Academic Council

Undergraduate Studies—No report.

Graduate Studies—No report.

Library and Academic Support—No report.

Residential Colleges—No Report.

Insurance and Benefits Committee—No report.

International Studies Advisory Council—No report.

New business—Senator Messer notified the senate about Hispanic Heritage week, indicating that it was a promotional week administrated by the Office of Multicultural Affairs to draw Hispanic students to MSU. He asked senators to notify students of the upcoming week in hopes of having a good turnout.

Dr. Renee Fister made senators aware of the inaccessibility of the SPSS and SAS software in any facility other than Murray State's campus. She asked the senate to find out how to access this software from a home setting and make the process available via Roundabout Murray. President Pittman-Munke suggested inviting Linda Miller or Riza Marjadi to the next senate meeting to address questions regarding the inaccessibility.

The motion was made to adjourn at 4:27 p.m.

MURRAY STATE UNIVERSITY

Faculty Senate Regular Meeting November 1, 2011

Present: Senators Begley, Binfield, Bloomdahl, Bodevin, Busija, Byers, Campbell, Coffelt, Naber, Fawzy, Herr, Humphreys, Jung, Koren, Messer, Mitchell, Papajeski, Patterson, Pittman-Munke, Robertson, Rose, Stambaugh, Washington, Weir, A. White, S. White, and Zingrone.
Guests: Helen Roulston, Chris Wilcox-MSU News, Josh Jacobs-Office of the President, Dr. Bonnie Higginson-Office of the Provost.

Absent: Senators Goggins, Guyer (excused), Hoover, Ortega, Ortmann, Rogers, Simon, Smith, and Yarali.

Proxy: Renee Fister for Senator Porter

The meeting was called to order by President Pittman-Munke at 3:31 p.m.

The minutes of October 4, 2011, were motioned to be approved by Senator Binfield, seconded by Senator Robertson, and approved by unanimous decision.

RECOGNITION OF SERVICE: Vice President Koren presented faculty member Helen Roulston with a gift, recognizing her for 45 years of service to Murray State University.

REPORTS

Board of Regents—Regent Rose asked that senators having any information needing to be addressed regarding salary compression please let him know. Also, he mentioned that Murray State University's official enrollment number was stated at 10,617 students. Regent Rose also made note of the fact that the public school evaluation of the President, in correlation with the Presidential review and 4 year evaluation, is open for suggestions from senators.

Academic Policies—Senator Papajeski reported that there was not enough support from faculty in the plus/minus survey to implement the use of the plus/minus grading system. The survey results included 437 students, 162 faculty, and 54 staff members. Of the faculty, only 43.5% responded in favor of the plus/minus system, with 49.1% not in favor, and 7.5% indifferent to implementation. In reference to all survey responders, only 24.3% were in favor of the plus/minus system, with 68.5% not in favor, and 7.2% indifferent.

Finance—Committee did not meet due to lack of members; however, Senator Weir reported that the committee will be looking at gauging faculty concerns about compensation via email and will ask for prompt responses.

Governmental Affairs/COSFL—No report.

Handbook and Personnel—Senator S. White notified senators that the committee will be looking at intellectual property rights with regards to copyrights and patents.

Rules, Elections, and Bylaws—Vice President Koren reported that the committee is meeting between the 14th and 18th of November to discuss survey questions regarding the Presidential review and 4 year evaluation. He reported that these 10-12 detailed questions will be sent through myGate to faculty and staff after a decision is made about the eligibility criteria for survey takers. Renee Fister made mention that an announcement needed to be made to faculty when the survey was available, and Senator Binfield brought to the groups attention the need for limits in the open-ended response section of the survey.

Executive—President Pittman-Munke reported that the Executive committee was looking into the Tuition Waivers policy in order to potentially incorporate a new criteria of eligibility for children dependents. The criteria mentioned the use of birth certificates/adoption papers certifying birth of child to employee, custody arrangements, and payment of child support. The criterion of having 25% or more time living in the household of the employee was stricken from the criteria due to lack of substantial evidence of what constitutes 25% of time. Also, the extension of age of eligibility for dependents was asked to be increased from 24 to 26 to follow the health insurance eligibility. President Pittman-Munke made the motion to send the policy to the Insurance and Benefits Committee. 19 senators were in favor of this, and the decision was made to send the policy to the Insurance and Benefits Committee.

President Pittman-Munke then reported that a change needed to be made to the EEO Appeals Policy, making it specific to faculty and fairer to all parties involved in the appeals process. Open suggestions were taken from senators as to what changes should and should not be made in the policy. The policy was then decided to be open for suggestions for a week, when it will then be revised and returned to be voted on in the December regular meeting.

Academic Council

Undergraduate Studies—No report.

Graduate Studies—Senator Weir stated that the council was looking at student continuations and degree extensions.

Library and Academic Support—No report.

Residential Colleges—Senator Bodevin reported that an academic parliament would meet in Richmond and Clark on November 16, 2011, and will extend into the spring semester with meetings in January and February.

Insurance and Benefits Committee—No report.

International Studies Advisory Council—No report.

Old Business---President Pittman-Munke requested that the Handbook and Personnel

Committee look at the EEO Faculty Appeals Policy in comparison to any appeals policies in the Faculty Handbook to make sure there is no confliction between policies.

New business—President Pittman-Munke notified senators of the need for a Faculty Senate Webmaster. She asked for volunteers, and because there were none, she decided to notify Dr. Higginson of the matter, in order for the position of Webmaster to be filled.

President Pittman-Munke also brought to senators' attentions that there were complaints from faculty about the lack of financial aid for the Winter Term. Senator Coffelt reported that in order to offer financial aid for the Winter Term, Murray State University would have to reclassify and rework the way they award financial aid entirely.

Vice President Koren reminded senators to follow parliamentary procedure by stating their name and department before speaking in order to let everyone have a chance to learn one another's names.

The motion was made by Senator Coffelt to adjourn at 4:45 p.m. This was seconded by Senator Binfield and approved by unanimous decision.

MURRAY STATE UNIVERSITY
Faculty Senate
Organizational Meeting
December 6, 2011

Present: Senators Busija, Coffelt, Naber, Goggins, Herr, Hoover, Koren, Messer, Mitchell, Ortega, Ortmann, Papajeski, Patterson, Pittman-Munke, Robertson, Regent Rose, Lt. Col. Simon, Stambaugh, Weir, A. White, Yarali, Zingrone.

Absent: Senators Begley, Binfield, Bloomdahl, Byers, Campbell, Fawzy (excused), Guyer, Humphreys, Jung, Rogers, Smith, Washington, S. White.

Guests and Proxies: Dr. Bonnie Higginson, Office of the Provost, Renee Fister, proxy for Senator Porter.

The minutes of November 1, 2011, were approved.

REPORTS

Board of Regents—Regent Rose reported that the Board of Regents will meet Friday, December 9, 2011, and will hopefully come to a definitive decision about Ordway Hall. He also reported that he has received the results for the Presidential Evaluation and Assessment Survey and will be taking them to the Board of Regents. He reported that higher education missed the state budget cuts this year. He also addressed his concerns for the CPE's viewing of MSU, the winter term, and accumulation of funds that KY private schools are receiving from state funds. President Pittman-Munke suggested taking a look at the CPE budget and bringing all concerns to President Dunn.

Dr. Bonnie Higginson, Office of the Provost, reported that MSU is looking to return to putting 'at-risk' students back into pre-bacc programs despite CPE's request to stop doing so. She reported that after stopping the pre-bacc programs, MSU still kept a high 6 year graduation rate of 53.7%, but that with pre-bacc programs in place, it could have been 63%.

Academic Policies—Senator Papajeski reported that the committee would be working on online teaching evaluation and are waiting to hear from Riza Marjadi about the current progress.

Finance—Senator Messer reported for Senator Weir that the committee has been looking at the Faculty Senate Salary Survey results, and the most pressing issue appears to be salary compression. He reported that the committee then discussed the initial stages of how to address these issues. Senator Zingrone reported that the committee will be looking at a specific faculty circumstance to determine if salary compression is a real issue that needs to be addressed.

Governmental Affairs/COSFL—The Governmental Affairs/COSFL report was deferred to the Executive report.

Handbook and Personnel—The committee has not met, but will be looking at a reformation of the handbook. Renee Fister, proxy for Senator Porter suggested the handbook needed to be linked to one specific place on the website and made the senate aware of the sections missing in the handbook, while Senator Lt. Col. Simon suggested the use of separate links on the MSU website that all report back to

the same updated document.

Rules, Elections, and Bylaws—Vice President Koren reported that the results for the Presidential Evaluation and Assessment are in and will be shared with both the president of MSU and the Board of Regents. He reported that out of 400 faculties eligible to complete the survey, only 120 did so. He also called for the senators to make suggestions about the questions for the upcoming survey for the deans, provosts, and department chairs in February. He also reported that the MSU News was issued a statement about the Presidential Assessment Survey indicating that the results would remain confidential.

Executive—President Pittman-Munke reported that the committee addressed the issue of the MSU News Statement. She also reported that MSU needs a Faculty Senate representative on the University Finance Committee, and stated that this issue should be brought to the president at some point. She also reported that AAUP needs two more members from MSU to be eligible to have a MSU AAUP chapter, and requested that interested senators contact her.

In the COSFL report, President Pittman Munke stated that Morehead State faculty is not seeing benefits from their increased student enrollment. She also stated that both KSU and UK were implementing learning communities within their campuses. Also, KSU is now requiring evaluations for all faculty, including tenured faculty, each semester, and that due to defaults, they are possibly withdrawing from the Perkins loan program.

Dr. Bonnie Higginson, Office of the Provost, stated that the response rate for online class evaluations are very low, and requested suggestions from senators on how to improve these response rate.

Academic Council—

Undergraduate Studies—Senator Hoover reported that the council has gone through two new readings of several classes, including a biology class and a mathematics class.

Graduate Studies—No report.

Library and Academic Support—Vice President Koren reported that the council met with the director of the Oral Communication Center. He also suggested that the Academic Council allow the directors of the Oral Communication Center, Racer Writing Center, and dean of the Waterfield Library be allowed to become ad hoc members of the Library and Academic Support Committee. He also reported that CTLT was working on a new system to ensure the authentication of students taking online classes.

Residential Colleges—No report.

Insurance and Benefits Committee—No report.

International Studies Advisory Council---Vice President Koren reported that the committee will be starting its work in February and will be meeting monthly for the duration of the school year.

Old Business---Due to a lack of quorum, President Pittman-Munke postponed the voting of the Faculty EEO Appeals Policy until the January 17th meeting.

Adjournment Time: Due to a lack of quorum, the meeting unofficially adjourned at 4:31 pm.

